

Worksheet: Self-assessment - How well do you Coach?

Instructions

Consider the following questions to reflect on how well you coach people in Christian ministry?

Shared Expectations – for the meeting

When you meet to coach do you and the person you are meeting with have the same expectations of what will happen, how you will meet and what is expected from each party?

Shared Expectations – Discipleship

From the coaching meetings that you have does the person have expectations that you will care for them and help them to grow in their faith?
Does your meeting model the type of discipleship culture that you wish for your organisation to adopt?

Shared Expectations – for the task or person

As you meet is it clear from one meeting to the next what is going to be followed up and how much of a task or accountability each person is meant to have completed by the time of the meeting?

Follow up / Evaluation

When expectations are clear, do you consistently follow up and help the person evaluate how they are going or have gone on the task or follow up? As you do this are you confident that the person understands the value you place on them and the task they are doing?

Consequence Management – Recognition / Praise

Do you tend to recognise when someone does a good job? Do the people you coach recognise what they have done is appreciated?
How do you recognise people? Do you use the same approach for every person?

Consequence Management - Correction or rebuke

When someone does a poor job with a task do you discuss it with them? Do the people you coach appreciate the need to improve?
How do you achieve this? Do you use the same approach for every person?
How committed are you to helping a person or equipping / training a person to do better in the future?

A job not done

What do you say to someone who has failed to do a task that they committed to do?
Is it clear that this is not acceptable?

At the end of coaching – how do they feel?

As you finish a coaching meeting, how does the person you coached feel (about themselves, the task, their faith, about you)?
(Why not ask them?)

How would they rate you as a coach?

When the people reflect on you as a coach, what would they say about you?
(Why not ask them how you are going and how you could coach them better?)

Overall Assessment

Overall – how would you rate yourself as a coach?
Consider what you do well and how you might coach individuals better

NB: the following worksheets might assist you to think about the people you coach

- Worksheet - A snapshot of the people I coach & what I should focus on
- Worksheet - Snapshot how the people I coach respond to feedback

Download at www.partnersinministry.com